

City of Fargo

Employee Engagement Survey Comments

Fargodome

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SUBMITTED BY:

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What is one thing you would recommend to make your Department a better place to work?

1. stricter policy for a hostile work environment. We have a full time employee that yells, and cusses at other temps, part timers, & co workers. I have collected statements, our boss has talked to ■■■. ■■■ continues with ■■■ temper.
2. changing the must have a PO for any purchase over \$100. Everything cost more than \$100 now. At least change it for when you are in the middle of repairing something. the PO request process takes longer and cost more for the city by the time the PO request process is complete.
3. Fewer large-scale events so close together
4. Stronger leadership - take initiative in keeping staff informed and making tough decisions, especially when dealing with employees who bring team moral down.
5. Willingness to hear feedback and openness for new ideas without backlash or negative responses.
6. More control over peoples attitudes as not to offend people with their behavior. More respect for the jobs you do doing the best you can. A little better communication would help too.
7. Communication
8. Get rid of HR and actually fire those who bring moral down, don't do their job, and create a bad work enviroment. HR does nothing but enable poor performing employees which in turn their work load gets dumped onto the next and the only excuse we are givin is "they're protected class".

Please share any additional feedback:

9. I'm sorry but this is a waste of time and nothing will actually come from this. All that the Commision will do is hire another high level postion to help with the results this survey instead of doing what we all really just want. Accountability for wortless coworkers and more pay. It is not our fault that you guys gave Burgum all those tax breaks to build a downtown that citizens never wanted in the first place but has now created a vacuum of tax dollars needed. Stop with pushing downtown and actually invest in your staff.
10. Nothing else.
11. N/A
12. The full-time person that creates a hostile work environment, makes a lot of people feel uncomfortable. It appears [REDACTED] had the same demeanor when [REDACTED] worked for the [REDACTED] dept. as well as talk about people, as [REDACTED] does here as well.